

Practice Development and Organisational Change in Dementia Care

Module Code:	DEM7005-C
Academic Year:	2018-19
Credit Rating:	30
School:	Centre for Applied Dementia Studies
Subject Area:	Dementia
FHEQ Level:	FHEQ Level 7 (Masters)
Module Leader:	Ms Ana Barbosa

Additional Tutors:

Pre-requisites:

Co-requisites:

Contact Hours

Type	Hours
Tutorials	30
Directed Study	270

Availability Periods

Occurrence	Location/Period
BDA	University of Bradford / Semester 1 (Sep - Jan)

Module Aims

To provide students with a critical understanding of organisational culture, ways to improve care or services for people with dementia, barriers to change and strategies for implementing practice- or training-based change initiatives.

Outline Syllabus

The meaning of organizational culture. Concepts of change, innovation and improvement. Interprofessional, and team working. Principles project and change management. Strategic assessment and planning in a practice change context. Organisational culture and its impact on change. Challenges and supports to practice development in dementia service organisations. Factors which promote and inhibit staff motivation. Support, supervision, and mentoring. Selecting and presenting evidence in support of a need for change. Principles and practice for empowering and including service users and their families in dementia service development. Monitoring the effects of change initiatives and creating sustainable change. Producing a SMART action plan.

Module Learning Outcomes

On successful completion of this module, students will be able to...

- 1 Apply specific criteria to identify areas of concern in organisational culture in dementia services or training.
- 2 Critically evaluate the implications of organisational culture for change processes.
- 3 Critically appraise potential barriers to change and identify appropriate strategies for effective implementation of change initiatives.
- 4 Critically appraise and synthesise evidence from a range of stakeholders, including service users and carers, relevant research, and policy, to inform a practice development initiative.
- 5 Apply a strategic assessment and planning approach to developing a plan for achieving practice change.
- 6 Develop an appropriate action plan including appropriate methods for measuring and monitoring progress of a change initiative.
- 7 Identify and propose solutions to problems.
- 8 Use a variety of data collection and presentation techniques.
- 9 Communicate effectively with a variety of stakeholder groups to inform practice change.

Learning, Teaching and Assessment Strategy

All learning outcomes are addressed through a combination of independent completion of study activities and exercises supported by a distance learning study guide and reading materials, alongside group based discussion groups and activities conducted synchronously and asynchronously via the VLE and other IT based resources. This assists students to consolidate learning and provides opportunities for discussion and peer support and interaction. Students will also be guided to undertake practice based work (Learning Outcomes 02 & 04) to inform their understanding and assist in the application of theory to practice.

Extensive use is made of the Virtual Learning Environment as well as other interactive on-

line resources such as relevant web-sites and audio or video files.

Learning outcomes 01 - 09 are assessed via a summative written assessment based on practice-based work/activities.

The module is research-based; students collect a variety of different types of evidence in order to shed light on an area of practice concern and propose a small-scale practice intervention. The module contributes to the final year service evaluation dissertation by encouraging students to think critically about the nature of evidence and the development of actionable proposals for practice change.

Mode of Assessment

Type	Method	Description	Length	Weighting	Final Assess'
Summative	Coursework	Practice development plan (limit 4000 words)	0 hours	100%	Yes

Legacy Code (if applicable)

HDPD701T

Reading List

To view Reading List, please go to [rebus:list](#).